

# **Exhibit 9**

**In the Matter Of:**

Hammons vs University of Maryland Medical System

20-cv-02088-DKC

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**WILLIAM C. GRESKOVICH**

*May 20, 2022*

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*30(b)(6)*



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IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF MARYLAND

JESSE HAMMONS

Plaintiff,

v.

UNIVERSITY OF MARYLAND  
MEDICAL SYSTEM  
CORPORATION; UMSJ HEALTH  
SYSTEM, LLC; and  
UNIVERSITY OF MARYLAND  
ST. JOSEPH MEDICAL  
CENTER, LLC,

Defendants.

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: Case No:  
: 20-cv-02088-DKC  
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VIDEOTAPED REMOTE DEPOSITION OF  
WILLIAM C. GRESKOVICH  
30(b)(6)

Friday, May 20, 2022  
1:08 p.m., EST

Reisterstown, Maryland

Megan Sczygelski, Videographer  
Terry L. Bradley, Court Reporter

APPEARANCES OF COUNSEL

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## P R O C E E D I N G S

THE VIDEOGRAPHER: Good afternoon.

I have now started the recording, and we are now on the record. The time is 1:08 p.m., Eastern Time on Friday, May 20th, 2022. This begins the videoconference deposition of William Greskovich, taken in the matter of Jesse Hammons versus University of Maryland Medical System Corporation, et al., filed in the U.S. District Court of Maryland, Case No. 20 CV 02088.

My name is Megan Sczygelski. I'm your Remote Videographer today. The Court Reporter is Terry Bradley. We are representing Esquire Deposition Solutions.

Will everyone present please identify themselves and state who you represent, after which the Court Reporter will swear the witness.

MR. HERMANN: Jon Hermann representing the plaintiff, Jesse Hammons.

1 MR. WERNER: Paul Werner, Sheppard  
2 Mullin, representing the defendants.  
3

4 Upon the Court Reporter receiving no  
5 objections to administering a binding oath  
6 remotely to this videoconference:  
7

8 WILLIAM C. GRESKOVICH,  
9 was duly sworn, and testified as follows:  
10

11 EXAMINATION

12 BY MR. HERMANN:

13 Q. Would you state your name for the  
14 record, please.

15 A. William Charles Greskovich.

16 Q. Hi Mr. Greskovich. My name is Jon  
17 Hermann. I represent the plaintiff, Jesse  
18 Hammons, in this lawsuit against the University  
19 of Maryland Medical System Corporation.

20 (Discussion with the Court  
21 Reporter.)

22 THE VIDEOGRAPHER: We are going off

1 BY MR. HERMANN:

2 Q. And one of those fundamentals that  
3 UMMS agreed to was to establish and maintain  
4 the ERD's and that they would be  
5 operationalized at St. Joseph. Is that right?

6 MR. WERNER: Object to the form.

7 MR. HERMANN: And I'm going to move  
8 down to show you where I'm reading.

9 THE WITNESS: Can you restate the  
10 question though.

11 BY MR. HERMANN:

12 Q. Sure. Sure. Just above we looked  
13 at a section that spelled out certain  
14 fundamentals that would be established to --  
15 -- with respect to St. Joseph's  
16 Catholic Identity.

17 MR. WERNER: Object to the form.

18 BY MR. HERMANN:

19 Q. Here in Section 12.17(b) we see that  
20 UMMS committed to continuing to operate in a  
21 manner consistent with its Catholic values by  
22 ensuring that the ERD's are operationalized.



1 Do you see that in this paragraph?

2 A. Yeah. The confusion I have is not  
3 with the paragraph. I agree that they agreed  
4 to continue with that that was in place. The  
5 end of your sentence, establishing or  
6 operationalizing, I'm not sure I can answer  
7 that one. I'm not sure what that part means.

8 Q. You don't have an understanding as  
9 to what operationalized means with respect to  
10 this agreement?

11 A. I do, but I read that as if it was  
12 operational and in place by the hospital, we  
13 agreed to retain it as you said in the first  
14 part of the sentence.

15 Question. Sorry.

16 Q. Would it be fair to say that UMMS  
17 agreed to assume direct responsibility for  
18 ensuring St. Joseph abides by the ERD's?

19 MR. WERNER: Object to form.

20 THE WITNESS: Yeah. I don't --

21 I don't think I have the background  
22 to answer that question. I think that's --

1 BY MR. HERMANN:

2 Q. Did St. Joseph --

3 I'm sorry. Go ahead.

4 A. Yeah. I think that's outside. It  
5 gets --

6 -- feels legal to me versus  
7 operational.

8 Q. In this first sentence we see here  
9 that UMMS and UMSJ shall continue to ensure  
10 compliance with the ERD's.

11 Do you see that?

12 A. Uh-huh.

13 Q. And you don't have an understanding  
14 as to whether UMMS, as a condition to sale,  
15 assumed the responsibility to ensure that the  
16 ERD's are operationalized at St. Joseph?

17 MR. WERNER: Object to the form.

18 THE WITNESS: Yeah, I would --

19 From my operational standpoint we --

20 -- the Catholic Identity is managed  
21 locally by the local leadership team and the  
22 CEO and senior executives on the Board at the

1 hospital level.

2 BY MR. HERMANN:

3 Q. But according to this agreement  
4 here, it was UMMS's assurance that it would  
5 ensure that St. Joseph continued to abide by  
6 the ERD's. Is that right?

7 MR. WERNER: Object to the form.

8 THE WITNESS: Yeah. I couldn't  
9 comment on how ensure is used in that context.

10 BY MR. HERMANN:

11 Q. And again, we see here UMMS and UMSJ  
12 and UMSJHS -- which I'll represent is the same  
13 entity as UMSJ -- and again, you testified that  
14 you are not familiar with the entity UMSJ?

15 MR. WERNER: Object to the form.

16 THE WITNESS: Correct. Prior to  
17 reading this document I had no knowledge of  
18 that.

19 BY MR. HERMANN:

20 Q. Prior to reading this document was  
21 it your knowledge that UMMS had direct  
22 authority over St. Joseph?

1 MR. WERNER: Object to the form.

2 THE WITNESS: Again, can you be more  
3 clear in what sense --

4 Are we talking about the Catholic  
5 Initiative?

6 BY MR. HERMANN:

7 Q. I'm talking just general  
8 organizational structure. Is St. Joseph a  
9 subsidiary of UMMS?

10 A. Yes. St. Joe's is a subsidiary of  
11 UMMS. Correct.

12 Q. I'm going to now go to PDF Page 84,  
13 Section 12.16, which is entitled Governance.

14 Do you see that on my screen?

15 A. I do.

16 Q. And do you see here that UMMS has  
17 the right to directly appoint two voting  
18 members of the UMSJ Board?

19 A. I do.

20 Q. Are you aware that UMMS currently  
21 exercises its right?

22 MR. WERNER: Object to the form.

1 THE WITNESS: I --

2 I would imagine we do. I couldn't  
3 confirm that we've got two members on it right  
4 now.

5 BY MR. HERMANN:

6 Q. And to your understanding does  
7 UMMS's appointment power extend to both the  
8 Board of UMSJ and St. Joseph?

9 A. Um, I don't know that answer to that  
10 question.

11 Q. Prior to preparing for this  
12 deposition were you aware that UMMS had the  
13 power to appoint members to the Board of either  
14 UMSJ or St. Joseph?

15 A. I would have assumed there were, but  
16 I did not honestly ever think about it.

17 Q. And just maybe for clarity, why  
18 don't I go to Section --

19 Excuse me.

20 -- Subsection C, 12.16 Subsection C.

21 And we see here that UMMS and UMSJ shall ensure  
22 that the members of the UMSJ Board constitute

1 hospitals?

2 A. I'm trying to think. You got me on  
3 the spot. Because that's --

4 I could, but not right now. Let me  
5 think for a while. Maybe we'll get back to  
6 that.

7 Q. We can put a pin in that. That's  
8 fine.

9 Putting aside specific examples,  
10 could you tell me how UMMS might collaborate  
11 with St. Joseph with respect to one of these  
12 strategic plans?

13 A. So the CEO's all meet as a  
14 leadership team, and they're responsible for  
15 running -- with their executive team -- their  
16 hospitals, but they also work collaboratively  
17 as a unit to look at things like patient  
18 safety, high reliability organizations.

19 There's an example. They're working  
20 on high reliability organizations, how to  
21 become, you know, a better organization. So  
22 they work together and share ideas, and those

1 CEO's go back to their local sites and  
2 implement ideas with their leadership team that  
3 could lead them towards the goal of being a  
4 high reliable organization.

5 Q. And as far as the adoption of  
6 strategic plans, is it your understanding that  
7 that is a formalized process in the UMMS  
8 hospitals?

9 A. Um, it's my understanding that all  
10 hospitals adopt their strategic plan. Yes.

11 Q. In a formal document?

12 A. It's been my experience that it's in  
13 a document. Yes.

14 Q. Does UMMS sign --

15 Or a UMMS representative sign those  
16 documents?

17 A. Not to my knowledge.

18 Q. Does UMMS have to approve those  
19 documents?

20 A. Not to my knowledge.

21 Q. Does St. Joseph, to your knowledge,  
22 have any strategic plans separate from the

1 strategic plans of UMSJ?

2 A. Again, not --

3 I don't know of the plan that they  
4 do. I know they operate under a strategic plan  
5 that -- -

6 You know, we've got 11 hospitals. I  
7 don't read all the plans.

8 Q. Scroll down just a little bit.

9 Do you know if UMMS has ever  
10 approved any material additions, expansions,  
11 revisions or deletions of the healthcare  
12 service -- I'm at Subsection J -- at St.  
13 Joseph?

14 A. Um, I don't know of any. I don't  
15 know of any action around this. I guess it's--

16 I don't know what section we're in,  
17 but no, I don't know of any that they've acted  
18 on.

19 Q. Is it possible that UMMS has acted  
20 and you're just not aware?

21 A. I couldn't speak to that.

22 Q. Are you aware of any of these



1 BY MR. HERMANN:

2 Q. Well, we spoke for some time about  
3 UMMS's express powers, UMMS's reserved powers,  
4 UMMS's appointment powers to appoint members to  
5 St. Joseph's Board. You have no specific  
6 knowledge as to whether UMMS in practice  
7 exercises those powers, do you?

8 MR. WERNER: Object to the form.

9 THE WITNESS: Under oath I can't  
10 factually give you an example of when I've seen  
11 them exercise it. My understanding of these  
12 agreements are they're there for a reason, and  
13 so I would assume that that happens.

14 BY MR. HERMANN:

15 Q. I'm going to take this agreement  
16 down. And why don't we --

17 Why don't we just step back from the  
18 agreements for a second.

19 From an operational standpoint --  
20 and you've testified that, a few times, that  
21 that's the basis of your understanding -- how  
22 does UMS exercise control over St. Joseph?

1           A.       Um, well, I would say that how we  
2       work with them is that we work in a variety of  
3       areas. So obviously, we've got 11 hospitals, 8  
4       CEO's, and we have a lot, a lot in common. As  
5       kind of as an affinity initiative we have  
6       things we do in radiology, and you know,  
7       pharmacy, where we bring groups together and  
8       look for common goals and problems and  
9       learnings that we can work together on. And so  
10      there's a lot of problem solving and working on  
11      shared objectives.

12           Q.       And that problem solving and those  
13      shared objectives are UMMS systemwide?

14           A.       I didn't hear the end of it. Are  
15      UMMS what?

16           Q.       Systemwide?

17           A.       Yeah. We work --

18                    If I understand the question, yes,  
19      we work as a system on common initiatives.

20           Q.       And we touched on some initiatives  
21      before, and I know we didn't speak much of  
22      specific examples. Can you think now of an

1 example of a systemwide initiative between UMMS  
2 and its system hospitals?

3 A. Yeah. There's --

4 When we have --

5 I mean, the best one is the  
6 pandemic. When the pandemic hit we put groups  
7 together to solve vaccines. You know, testing  
8 first and then providing vaccine to the  
9 community. So we stood up vaccine centers. So  
10 we worked as a group together to do that. That  
11 would be one example.

12 Q. And in what ways did the group work  
13 together?

14 A. Sharing inventory, um, standing  
15 up --

16 -- you know, there were using our  
17 spaces at our hospital to provide access to the  
18 public for vaccination and testing.

19 Q. Is inventory typically not shared  
20 between hospitals?

21 A. No. Each hospital runs  
22 independently. Once they have their

1 inventory --

2 I mean, they --

3 How can I say this?

4 They're their own entity that then  
5 rolls up to us at a system level. When we --

6 When we did something like the  
7 pandemic we actually would meet daily and  
8 develop protocols for getting out to the public  
9 so we could get them vaccinated and tested.

10 Q. Any other examples of that kind of  
11 systemwide initiative?

12 A. Yeah. Um, when there's  
13 pharmaceutical shortages in other areas, we  
14 have employee shortages, so we'll come together  
15 and identify --

16 There's a big shortage of  
17 technologists in the radiology area. You know,  
18 this group comes together, identifies it as a  
19 system level problem. We work together to find  
20 a solution. Most recently found a manager that  
21 was willing to bring people in from out of  
22 state to help us, so we contracted with them

1 and solved that, you know --

2 -- solved a problem that many  
3 facilities were having in common.

4 Q. Any others in the last, let's say  
5 five years?

6 A. Supply. You know, we do a lot  
7 around supply chain. Um, project management,  
8 project improvement, I mean, initiatives, um,  
9 looking at ways that we can improve processes.

10 Q. And what are some examples of those  
11 processes?

12 A. Um, let me think of one recently.  
13 Um, maybe like a lab turnaround  
14 time, or making sure that, you know, we're  
15 doing best practice.

16 Q. And best practice meaning?

17 A. Uh, in healthcare there's published  
18 best practices where people show through better  
19 outcomes that doing something a new way or  
20 different way is better than what was  
21 considered the standard or the community  
22 standard. And it's an education sharing. And

1 then you take those lessons learned, and you go  
2 back to your site and you implement those  
3 changes.

4 Q. With respect to financing --

5 A. Uh-huh.

6 Q. Does UMMS ever take out a loan  
7 jointly with its --

8 -- one of its member hospitals or  
9 multiple member hospitals?

10 MR. WERNER: Object to the form.

11 THE WITNESS: Yeah. I couldn't  
12 answer that specifically. Um, I'm not in the  
13 finance department. Generally, you know, bonds  
14 are used to finance capital projects. And I  
15 just --

16 You would have to ask the finance  
17 folks how those are structured.

18 BY MR. HERMANN:

19 Q. Are there ever capital projects that  
20 are systemwide?

21 A. No. Capital projects are generally  
22 specific to sites. I can't think of a --

1                   Yeah, they're generally site  
2                   specific. They're bricks and mortar,  
3                   computers.

4           Q.       What about information systems?

5           A.       Information system, we're all on the  
6                   same information system. That's a shared  
7                   service.

8           Q.       And how long has UMMS had that  
9                   shared service?

10          A.       Well, we're still in the evolution  
11                   of that shared service. It's different. It's  
12                   been a rollout. I think it just wrapped up  
13                   probably this past Fall I think the final one  
14                   might have been. So I would say that it's  
15                   probably been a 12-year journey. You know, I'd  
16                   be guessing at this point. It's quite a  
17                   journey to get to there.

18          Q.       Is IT shared across hospitals within  
19                   UMMS?

20          A.       It's two level. There's --

21                   Yeah. Yes, it is. And there's some  
22                   local IT still remaining. But a lot of the

1 resources, because it's become a scarce  
2 resource, a lot of the resources have been  
3 shared.

4 Q. And which hospitals is it still  
5 remaining?

6 A. Which? I'm not sure. I think in  
7 the lab area. I'd have --

8 I wouldn't have an exact answer for  
9 you. I would -- -

10 You know, again, I don't --

11 The implementa--

12 I know one of the last two hospitals  
13 to go were this Fall, and I'm not sure if they  
14 still have other folks in place.

15 Q. And all UMMS member hospitals share  
16 the same web services. Is that right?

17 A. Web services?

18 Q. They're all UMMS domain?

19 A. Yes. The web service, yes.

20 Q. And all member hospitals, employees  
21 have UMMS.org e-mail addresses. Is that right?

22 A. Correct.



1 Now did you say org? I'm sorry.

2 It's at --

3 It's UMed.

4 Q. UM.ed? .ed?

5 A. Yeah.

6 Q. Not UMMS.org?

7 A. No.

8 Q. Do you know if the member hospitals  
9 have their own Office of General Counsel?

10 A. I don't know that.

11 Q. Do you know if the member hospitals  
12 have their own media relations departments?

13 A. I don't.

14 Q. Do you know if the member hospitals  
15 share retirement plans?

16 A. We are --

17 Again, it's evolutionary. We are  
18 moving towards a common benefit platform. I  
19 just --

20 You know, without having HR comment  
21 where we are, I know we're near the end of that  
22 deployment.

1 Q. Is the UMMS --

2 Or strike that.

3 Does the UMMS HR department serve  
4 all of its member hospitals?

5 A. Uh, they're --

6 It serves all the member hospitals,  
7 but they also have local representation.

8 Q. And do the member hospitals'  
9 employees have a common payroll across UMMS?

10 A. Yes.

11 Q. I'm sorry?

12 A. Yes. I think there may be one or  
13 two exceptions still out there based on the  
14 evolution. That again, has evolved over time.

15 Q. And do employees across member  
16 hospitals share the same health insurance?

17 A. I'm not sure on that one yet.

18 MR. HERMANN: Give me one moment.

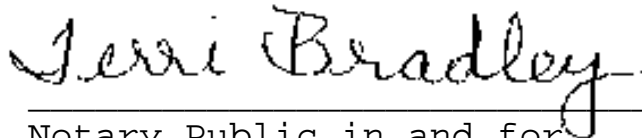
19 Why don't we take a quick --

20 -- a quick 5-minute break if that  
21 sounds good to everybody, then we'll reconvene.

22 THE VIDEOGRAPHER: We are going off

## 1 CERTIFICATE OF NOTARY PUBLIC

2 I, Terry L. Bradley, the officer before  
3 whom the foregoing deposition was taken, do  
4 hereby certify that the witness whose testimony  
5 appears in the foregoing deposition was duly  
6 sworn by me; that the testimony of said witness  
7 was taken by me in shorthand and thereafter  
8 reduced to computerized transcription under my  
9 direction; that said deposition is a true  
10 record of the testimony given by said witness;  
11 that I am neither counsel for, related to, nor  
12 employed by any of the parties to the action in  
13 which this deposition was taken; and further,  
14 that I am not a relative or employee of any  
15 attorney or counsel employed by the parties  
16 hereto, nor financially or otherwise interested  
17 in the outcome of the action.

18 

19 Notary Public in and for  
20 the State of Maryland

21 My Commission expires: November 15, 2023  
22

DEPOSITION ERRATA SHEET

Our Assignment No. J8261281

Case Caption:

Jesse Hammons

vs.

University of Maryland Medical System

Corporation, et al

DECLARATION UNDER PENALTY OF PERJURY

I declare under penalty of perjury that I have read the entire transcript of my Deposition taken in the captioned matter or the same has been read to me, and the same is true and accurate, save and except for changes and/or corrections, if any, as indicated by me on the DEPOSITION ERRATA SHEET hereof, with the understanding that I offer these changes as if still under oath.

Signed on the 17<sup>th</sup> day of June, 2022.



William C. Greskovich

## DEPOSITION ERRATA SHEET

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Page No. 86 Line No. 8 Change to: \_\_\_\_\_ProcessReason for change: Process improvement was the statementPage No. 90 Line No. 3 Change to: UMM.EDUReason for change: Correction

Page No. \_\_\_\_\_ Line No. \_\_\_\_\_ Change to: \_\_\_\_\_

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SIGNATURE William C. Greskovich DATE: 6/17/22

William C. Greskovich

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